

**UNITED STATES DEPARTMENT OF JUSTICE
IMMIGRATION AND NATURALIZATION SERVICE*****Office of Business Liaison***

Public inquiries: Employer hotline 800-357-2099 Fax 202-305-2523 E-mail office.business.liaison@usdoj.gov
Order INS Forms 800-870-3676 Website www.usdoj.gov/ins/

ATTENTION

**PLEASE TRANSMIT TO DIRECTOR OF HUMAN RESOURCES, LEGAL
DEPARTMENT, AND OFFICE OF COMMUNICATIONS FOR COMPANY-WIDE
DISTRIBUTION**

Expiring "Green Cards"

In 1989, the Immigration and Naturalization Service (INS) began placing a 10-year expiration date on Form I-551 cards (popularly called "Green Cards") issued to lawful permanent residents (LPR) of the United States (U.S.). These cards began expiring in 1999. They have a pink background and the heading "RESIDENT ALIEN" (Forms I-551 issued since mid-1998 have a different appearance and are entitled "PERMANENT RESIDENT CARD"). INS has developed a plan for renewal of expired or expiring 10-year Form I-551 cards.

LPR status is not affected by the expiration of a Form I-551. Expiration of this card does not affect a LPR's authorization to live and/or work in the U.S. However, expired cards must be renewed so that cardholders will have valid evidence of their status and registration, *for new employment*, for travel outside the U.S., and to obtain certain other benefits. An expired Form I-551 card *does not* require *reverification* for purposes of the Employment Eligibility Verification Form I-9.

An expired Form I-551 card is not an acceptable employment eligibility and identity document (i.e., List A document) for purposes of completing a Form I-9. However, LPRs may have other documents that satisfy the Form I-9 requirements, which they have the right to choose from the three lists of acceptable documents. For example, an employee could choose to present a state-issued driver's license (a List B document) in combination with an unrestricted Social Security card (a List C document).

An employee with an expired or expiring Form I-551 card should apply for a new card by submitting Form I-90, Application to Replace Permanent Resident Card, at the appropriate INS office (obtain information toll-free at 1-800-375-5283). At the time of application for a new Form I-551 card, the applicant will receive temporary I-551 documentation that will be acceptable for Form I-9 purposes.

The temporary documentation will consist of one of the following: (1) a sticker affixed to the back of the Form I-551 card with two hole-punches through both the card and sticker; (2) a temporary I-551 stamp placed in the LPR's valid, unexpired, foreign passport (if available); or, (3) a temporary I-551 stamp on the arrival portion of the Form I-94 Arrival/Departure Record, to which a photograph of the individual (and dry seal, where available) has been attached. Any of the three alternative forms of documentation will contain an expiration date that can be clearly identified by an employer.

The documentation described in (2) and (3) above will satisfy the document review requirement for the Form I-9 only temporarily. If the stamp appears in the employee's *unexpired* foreign passport, an employer must reverify the employee's work authorization in Section 3 of the Form I-9 no later than the date of the stamp's expiration. If the stamp appears on the employee's Form I-94, it must be treated as a "receipt" for the Form I-551, valid until the expiration date indicated on the Form I-94. A Form I-551 card affixed with an unexpired sticker should be treated like an unexpired Form I-551 card, not requiring reverification upon expiration nor treated as a "receipt" under the receipt rule.

NOTE: The INS Office of Business Liaison maintains a toll-free hotline and E-mail address, to assist employers with all employment-related immigration information.

